

TWENTY-EIGHTH ANNUAL WORKFORCE REPORT

FISCAL YEAR 2006-07
October 1, 2006 – September 30, 2007

State of Michigan
Civil Service Commission



Civil Service Commissioners:

Bryan J. Waldman, Chairperson
Andrew P. Abood
Sherry L. McMillan
Thomas M. Wardrop

James D. Farrell, State Personnel Director

This is the Twenty-Eighth Annual Workforce Report covering fiscal year 2006-07 (October 1, 2006 – September 30, 2007). The statistical information is in summary form. When making comparisons, please note the data may represent a specific date or an average over a period of time. Totals may vary depending on the source used to select the data. The source used for each chart is identified.

Inquiries about this report may be directed to:

Kay Black (517) 335-1307

blackk2@michigan.gov

or

Linda Coe (517) 335-0318

coel@michigan.gov

Michigan Civil Service Commission
Office of Business Applications Support
Data Management and Reports

Inquiries about Section IV of the Annual Workforce Report may be directed to:

Deanna Hopkins (517) 373-3117

hopkinsd2@michigan.gov

The Annual Workforce Report was published in book form from FY 1979-80 through FY 2000-01. In FY 2001-02, the Annual Workforce Report became an on-line document and in the following year, quarterly updates of portions of the report were added to the publication. The following Michigan libraries are permanent repositories for previous copies of this document:

Detroit Public Library, Detroit
Hatcher Graduate Library, University of Michigan, Ann Arbor
Library of Michigan, Lansing
Michigan State University Libraries, East Lansing
Purdy/Kresge Library, Wayne State University, Detroit

**STATISTICAL HIGHLIGHTS
FY 2006-07**

PROFILE OF CLASSIFIED EMPLOYEES

Average Age	46.0
Average Annual Salary ¹	\$51,929
Average Annual Fringe Benefit Cost ²	\$27,559
Average Sick Leave Days Used	10.8
Average Annual Leave Days Used	19.8
Average Years of Service	14.4

WORK FORCE CHARACTERISTICS

Females	51.0%
Males	49.0%
Eligible for Longevity	77.9%
Less than Six Years of Service	22.2%
Six to Ten Years of Service	20.9%
Over Ten Years of Service	56.9%
Eligible to Retire in Five Years	32.3%
Eligible to Retire in Ten Years	52.3%
Exclusively Represented for Collective Bargaining	71.8%
Turnover Separations	5.8 %

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1.2%
Asian	1.2%
Black	17.5%
Hispanic	2.8%
White	77.2%
Not Disclosed	0.1%

¹ Average annual salary is calculated based on each employee's hourly rate of pay multiplied by 2,088 hours, regardless of their work schedule.

² Average annual fringe benefit cost is based on the cost of fringe benefits as a percent of payroll (see table 2-3) multiplied by average annual salary.

TABLE OF CONTENTS

STATISTICAL HIGHLIGHTS	i
------------------------------	---

TABLE OF CONTENTS	ii
-------------------------	----

SECTION ONE - TRENDS IN THE STATE CLASSIFIED WORK FORCE

Graph 1-1 - State Classified Employment Averages, Fifty-Year History and Five-Year History	1-1
Graph 1-2 - State Classified Employment Figures, Fiscal Years 2002-03 through 2006-07	1-2
Table 1-1 - Active Classified Employees by Employee Status	1-3
Table 1-2 - Full-Time Equated Employee Position Report by Department.....	1-8
Table 1-3 - Number and Percent of Classified Employees by Department	1-11
Graph 1-3 - Breakdown of State Classified Employment Averages, Fiscal Years 1996-97 and 2006-07	1-12
Table 1-4 - Average Number of Classified Employees by Department, Fiscal Years 1997-98 Through 2006-07	1-13

SECTION TWO - CHARACTERISTICS OF CLASSIFIED EMPLOYEES

Graph 2-1 - Trend of Total State Expenditures Compared to Total State Classified Payroll, Fiscal Years 1997-98 through 2006-07	2-1
Graph 2-2 - State Classified Payroll as a Percent of Total State Expenditures, Fiscal Years 1997-98 through 2006-07	2-2
Table 2-1 - Average Age, Pay Rate, and Longevity Analysis by Department	2-3
Table 2-2 - Employee Distribution by Salary - Statewide, Fiscal Years 2002-03 through 2006-07	2-4
Table 2-3 - Classified Employee Benefits as a Percentage of Base Payroll (Employer Contributions) Fiscal Years 2002-03 through 2006-07	2-7
Table 2-4 - Active Classified Employees Enrolled in State Sponsored Insurance Plans by Department.....	2-8
Table 2-5 - State Classified Employee Vacation, Holiday, and Sick Leave Pay as a Percentage of Base Payroll, Fiscal Years 2002-03 through 2006-07	2-10
Graph 2-3 - Annual Leave and Sick Leave Usage by Department.....	2-11
Table 2-6 - State Classified Employee Average Sick Leave and Annual Leave Usage.....	2-12
Table 2-7 - State Classified Employee Sick Leave Usage Comparison (Average Days Per Employee) Fiscal Years 2002-03 through 2006-07	2-13
Table 2-8 - Sick Leave Usage Analysis by Department.....	2-14
Table 2-9 - Annual Leave and Deferred Hours Usage Analysis by Department	2-15
Table 2-10 - Age Distribution for Classified Employees by Department.....	2-16
Graph 2-4 - Employment Trend of Job Categories, Fiscal Years 2002-03 through 2006-07	2-17
Graph 2-5 - Map of Michigan Distribution of Classified Employees by County	2-18
Table 2-11 - Active Classified Employees by Work County	2-19

SECTION THREE - EMPLOYEE CONTINUITY OVERVIEW

Graph 3-1 - Average Years of Service by Department	3-1
Table 3-1 - Classified Employee Distribution by Department and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis	3-2
Table 3-2 - Statewide Separations by Reason	3-25
Table 3-3 - New Hires, Returns and Separations by Department	3-26
Table 3-4 - Turnover Separations in the State Classified Service, 1943 to 2007	3-27
Table 3-5 - Turnover Separations by Department, Fiscal Years 2002-03 through 2006-07	3-29
Table 3-6 - Percentage of Employees Eligible to Retire Over the Next Five and Ten Year Periods.....	3-33

SECTION FOUR - EQUAL EMPLOYMENT OPPORTUNITY REPORT

Table 4-1 - Statewide Employees by EEO Category	4-1
Table 4-2 - Statewide Employees by Department and EEO Category	4-2
Table 4-3 - Classified Employee Distribution by Department	4-24
Table 4-4 - Statewide Employees with a Disability by EEO Category	4-25

SECTION FIVE - BARGAINING UNIT CHARACTERISTICS

Graph 5-1 - Breakdown of State Classified Employment by Bargaining Unit.....	5-1
Table 5-1 - Employees Paying Union Membership Fees by Bargaining Unit.....	5-2
Graph 5-2 - Average Years of Service by Bargaining Unit	5-3
Table 5-2 - Classified Employee Distribution by Bargaining Unit and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis	5-4
Table 5-3 - Average Age, Pay Rate, and Longevity Analysis by Bargaining Unit.....	5-22
Table 5-4 - Active Classified Employees Enrolled in State Sponsored Insurance Plans by Bargaining Unit.....	5-23
Graph 5-3 - Annual Leave and Sick Leave Usage by Bargaining Unit.....	5-25
Table 5-5 - Sick Leave Usage Analysis by Bargaining Unit.....	5-26
Table 5-6 - Annual Leave and Deferred Hours Usage Analysis by Bargaining Unit	5-27
Table 5-7 - Average Sick Leave and Annual Leave Usage Analysis by Bargaining Unit.....	5-28
Table 5-8 - Sick Leave Usage Comparison by Bargaining Unit.....	5-29
Table 5-9 - Bargaining Unit Analysis by Department, Exclusively Represented	5-30
Table 5-10 - Bargaining Unit Analysis by Department, Non-Exclusively Represented	5-31

GLOSSARY